

Better research, better policy, better reform

CESD | CENTER FOR ECONOMIC
& SOCIAL DEVELOPMENT

Global Think-Tank

CESD GENDER POLICY

The Policy was approved by the CESD Board Members on August 19, 2022

Center for Economic and Social Development (CESD)
Caspian Plaza, 3rd Block, 14th floor
Jabbarli str. 44, Baku, Azerbaijan
Phone: (99412) 5943665 Fax: (99412) 5943665
Email: info@cesd.az
URL: www.cesd.az

Introduction

CESD Gender Policy is committed to promoting gender equality and empowering women and girls. CESD believes that working towards eliminating gender inequality is crucial to building a safe, progressive, and flourishing society and organization in which all individuals have an equal chance of participation, regardless of their gender. Tackling all forms of inequity, including gender inequality, is important for sustainable development. Gender inequality is about unequal power relations leading to unequal opportunities to satisfy basic needs and develop oneself to one's full potential and to a decent life. For CESD working on gender means working with women, men, girls, and boys from all different backgrounds and from an intersectional approach to diversify the human capital structure as well as their involvement in projects across the country. This means we treat people equally no matter what their gender, age, class, ethnic background, and physical ability (disabled people) is demonstrated to be.

CESD aims to create an atmosphere that has been freed from generational discrimination of all kinds.

CESD supports meaningful partnerships with governments and other actors that promote women's empowerment and their rights.

CESD aims to close gendered divides in access to education and work.

CESD aims for a world where all women are protected from economic discrimination.

CESD aims to provide help to women to gain the resources they need to succeed.

Scope

This is a CESD-wide policy that applies to all the entity's operations, at the local office in the capital city in country-wide and international projects, and in the regional offices. It applies to the programs we develop and implement in the selected partner countries and in regions, to our communication, and to the environment we create to effectively reach our goals. This environment means our organizational structure and culture and the partnerships we engage in to achieve our goals. To monitor the progress and to keep all units, all country offices are actively involved, and are subject to the guidelines and guiding principles set out by CESD. Yearly the gender policy will be reviewed by all gender points to update and adjust via the Gender Development Program.

Commitments

- CESD constitutes a main mission to contribute to the SDGs, especially to SDG 5 on gender equality, and achieve empowerment of all women and girls in this vein to fulfill the objectives
- Carries out and enshrines gender and power analysis in the preparation and in design of the respective programs and projects to ensure equity including gender equality in all stages.
- Engages in partnerships with organizations within the projects that support the gender perspective and encourage partners to work in partnerships with gender transformative organizations.
- Includes gender in the entire project cycle and includes gender-sensitive indicators for all stages: programming, implementing, monitoring and evaluating.
- Networks, Represent and Involves at national, regional, and global levels for regulations, rules, and implementation that lead to greater gender equality.
- Emphasizes gender in human resources policies and practices, communication & public relation mechanisms and tools, program materials and all forms of documents and documentaries, and policy-making that accounts for the contribution it makes to policy-making decisions at the country level.
- Trains and requires the staff to be gender sensitive and promotes the commitment of the organization in this regard throughout the work.
- Will share the gender policy actively with partner organizations as part of the contracting and ask partners to share gender policies with CESD to control the appropriate alignment and promotion in this regard.
- Prepares regular reports for other parties called program participants, donors and the public on progress on gender equality in the work of CESD.
- Ensures that external marketing, fundraising, advocacy, and communications, and other types of operational work procedures hold respect and uphold our commitment to gender quality and equality including being respectful, using inclusive and positive language and images with particular attention to those based on gender.
- Corroborates that the senior management and human resources will ensure that all CESD employees understand and comply with these policy outlines.

CESD'S MISSION AND APPROACH

Inequality, exclusion, and unsustainability are immediately subject to exclusion from the CESD environment. We are driven by the conviction and commitment that we, the human family of moral obligations in this respect, can build a better one. We believe that all humans are unified in a single-family regardless of gender and race and that the earth with all its resources and commons is our common home at everyone's disposal. We envisage a world where the basics of a life in dignity are available to all, and decisions are to be influenced by the most vulnerable as well.

CESD's approximate 2 decades-long establishment history and accumulated experiential knowledge are firmly rooted in decent societal values and justice, norms, and principles. Right from the start in 2005 and up to the current time, in accordance with the values envisaged, our purpose is to provide development aid through policies, and projects and incorporate research and experience to the sphere coupled with policy recommendations to the government playing a bridge role between people and government.

In light of the current global trends towards socio-economic interdependencies and the globalization process, we increasingly recognize that fragility undermines regional stability and impacts negatively the sustainable and inclusive development. Therefore, CESD will further focus its activities on working with women empowerment.

The Gender Development Group's mission of bringing light to gender statistics through rigorous research is crucial to understanding the extent of gender inequality in Azerbaijan. This allows the Development Group to present policy recommendations, as well as build new bridges between citizens and the government to find solutions to emerging problems. As data collection and research is the first step, CESD Gender Development Group also performed to conduct projects in collaboration with NGOs and government institutions which will alleviate the situation of women and girls who are facing inequality and aim at empowering them by conveying the idea that gender equality is a fundamental human right.

CESD Gender Development Group's current and past research focuses on issues such as sex-selective abortion, violence against women and girls (public and private sphere), child and forced marriages and the economic participation of women in Azerbaijan. The Development Group has also conducted projects aimed at empowering women, such as increasing the economic participation of rural women in Azerbaijan with funding from the EU.

CESD pursues this mission

- by implementing a tailored set of interconnected approaches to operations by upholding the commitment to gender equality
- strengthening the capacities of organizations
- building partnerships with local and international entities
- Advocacy, networks, promotions, training, projects, awareness-raising campaigns
- system strengthening in all aspects
- provision of credit and equity to the spheres concerned
- emergency response when whom and where required

Evidence from around the world shows that women are drivers of change. Employment of girls and women using appropriate human resource strategies and approaches, not only enable them to reach their full potential, it creates an effect that yields multiple benefits for organizations. Current policy and development goals stipulate the need to understand, analyze and address the gender dimensions, and to engage males and females equally in processes. CESD perceives the structural social change and transformation as a mission to contribute to communities, and focuses and insists on the inclusion of female labor engagement in its work.

Therefore, CESD strives for gender transformative approaches including programs and interventions that create opportunities to promote equal positions of social and political influence for women and men in communities, organizations, and companies.

Human Resource Policy

Gender equality and women empowerment can only be achieved upon the creation of enabling environment where the staff has fully equipped and trained to work in a gender-sensitive and even transformative way that counts to have the standards of:

1. a human resources policy that is supportive of gender equality
2. the right structure and mechanisms in place to define targets, monitor performance and account for our results.

The CESD human resources policy aims to achieve gender parity in all ranks and functions of the organization including the supplementary organizational structures established bound to project implementation. The HR resource policy can support this gender balance at the Baku office as well as in regional offices through employment guidelines.

- 1) Equal and fair recruitment based on gender regardless of the permanent or temporary contract.
- 2) Conducive environment for women and men by ensuring the provisions that make women feel safe at the workplace and in their environment (safe room, separate toilets, nursing room) parental leave, and sanctions on sexual harassment.
- 3) Easily accessible complaint mechanism.
- 4) Confidential advisor in the office.

The management of the office and projects is regulated by the Compendium which incorporates the principle of gender equality.